



## Professional Profile

Audrey Lebala is an experienced, registered Industrial Psychologist, executive coach and facilitator. She brings to her professional practice broad corporate and consulting experience that she gathered in her roles as an organisational development consultant, management consultant and HRBP in various organisations including Absa, Liberty and Gemini Consulting, where she performed project roles across various industries. Audrey is skilled in a wide range of tools and frameworks amassed through the years, and she applies an eclectic and customised approach to team and organisational effectiveness processes.

Her areas of expertise include:

- Leadership and team development as key levers for facilitating organisational change and high performing cultures
- Executive and team/group coaching; organisational and relationship systems coaching (ORSC), cross-team coaching and alignment
- Group process or depth facilitation (or process-oriented psychology based on the work of Arnold Mindell)
- Enneagram team effectiveness processes; enneagram feedback coaching for individuals and groups
- Organisational effectiveness and organisational design including change management and talent management
- Learning and development including capability development and leadership development
- Psychological assessments - Audrey is an experienced and accredited user of: Emotional Intelligence Inventory (EQi) and EQ360, Hogan Assessment Suite, Myers Briggs Type Indicator (Step 1 & 2), Enneagram (Integrative & Aephoria), Workplace Big 5, Leadership Circle and Benchmarks (360° feedback instruments)

### Key consulting engagements:

- Standard Bank: design and facilitation of customised leadership and team integration processes including diversity & inclusion and enneagram-based team effectiveness; facilitation of leadership team development, culture journeys and Meaningful Conversations / Performance to Potential programs
- Nedbank and Mutual & Federal: Facilitation of customised leadership and team development workshops for executive and senior management teams as part of large-scale and long-term culture change program for over 6 years; ongoing facilitation of leadership development program for emerging leaders as part of CCL community for 8 years and counting
- Liberty: design and facilitation of team effectiveness for Marketing and Communications leadership team; enneagram team integration, design and facilitation of the culture journey for the Group Executive team and Human Capital community
- Stanlib: Design and facilitation of enneagram-related leadership and team development processes
- Absa: design and facilitation of customised enneagram-based team effectiveness processes; facilitation of a wide array of leadership development programs locally in SA and in Botswana, Mozambique, Uganda, Tanzania and the Seychelles as part of a global culture change program for 3 years; change management, L&D and OD
- Sun International: design and facilitation of a customised Capability Development program for the HR community over a 3-year period to ensure more effective and commercially-based business partnering
- Afrisam: Facilitation of enneagram-based team development process and feedback coaching
- National Consumer Tribunal: Facilitation of a series of workshops on joint crafting of and mobilisation around organisational values and codes of good practice to enhance a high-performance culture including organisation-wide workshop to embed the values
- Institute of Poverty, Land and Agrarian Studies (PLAAS) and Land and Accountability Research Centre (LARC): design and facilitation of customised leadership and team development workshops aimed at

self-mastery, formation of a new leadership team, facilitation of tough team conversations (around secondary / below-the-water line issues), and a vision-setting process to set a new strategic direction for the institute / centre

- Spencer Stuart: Design and facilitation of customised executive leadership and team development process as well as organisation-wide alignment and team development workshop to instil high performance culture

### **Professional and Coaching Engagements**

Audrey coaches at executive and senior leadership levels in private and public enterprises, across various industries. She works with both teams and individuals and readily integrates her broad skills base to deliver impactful, outcomes-based and individualised coaching. Her signature presence is a direct and supportive coaching style.

#### **Key coaching engagements include:**

- Executive coaching at: Standard Bank (CIB, PPB, BCB), Discovery, Bowman Gilfillan, Liberty, TEBA, Adcock Ingram, Vodacom, Momentum, Investec, National Consumer Tribunal, Nedbank, Anglo Platinum, Absa, Development Bank of South Africa, Department of Environmental Affairs and Tourism (DEAT)
- GIBS: group coaching on the Leading Women Program and several MBA Programs
- Design and facilitation of group coaching at Sun International
- Namibian Breweries Limited: executive and group coaching

#### **Expected Coaching Outcomes**

Audrey applies an eclectic approach to her coaching practice, blending a variety of coaching techniques and tools for specific client requirements and contexts. She coaches to the client's agenda, meeting her clients where they are in their careers and their lives.

Some of the outcomes that clients have achieved from coaching with her include:

- Enhanced leadership competence incl. leading self, teams, peers, stakeholders and organisation/s, managing upwards, developing political savvy
- Personal mastery incl. enhanced emotional intelligence and resilience
- Improved decision-making and work performance
- Transformational coaching incl. self-actualisation / personal fulfilment; life purpose and visioning
- Career and role transitioning
- Relationship coaching and enhanced interpersonal interfaces

Audrey is a member of the Connected Contributor community that partners Standard Bank in its culture journey. She has been appointed to coaching panels at, to name a few, Standard Bank, GIBS, Bowman Gilfillan, Absa, Discovery Health and Discovery Bank. Audrey is a long-term associate of the Centre for Conscious Leadership (CCL)

#### **Education**

- Completed an advanced skills training program on Organisational Relationship Systems Coaching (ORSC)
- Certificate in Coaching Practice, University of Stellenbosch in collaboration with Middlesex University
- Completed an intermediate coaching program with Coaches Training Institute
- Completed intensive skills training with the Process Work Institute (body of work by Arnold Mindell)
- Masters & Honours degrees in Industrial Psychology, Bachelor of Arts, University of the Witwatersrand
- Diploma in Nursing (General, Community and Psychiatric Nursing, and Midwifery), Pretoria

#### **Professional Membership**

- Professional Certified Coach with International Coaching Federation (ICF) – membership number 0090111231
- Registered as an Industrial Psychologist with the Health Professions Council of South Africa (HPCSA), registration number PS 0064343